

Intro to Recruiting Staff



PRESENTATION HANDOUT

PRESENTED BY
Rodney Pidu Jr.

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Outline

PRESENTATION OVERVIEW



I. Introduction - About the Speaker



Name: Rodney Pidu Jr.

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"My name is Rodney Pidu Jr, also known as RJ. I am 23 years old and am a Filipino-American, who was born and raised in northern Illinois into an Adventist home. I have served 5 years as a local Pathfinder club director, and currently serve as an Pathfinder Area Coordinator for the Illinois Conference.

One exciting project I have helped my local conference with is piloting its brand new "Assistant Area Coordinator Initiative" or AAC for short. This initiative serves to encourage and enable young people to take an active role in conference-wide club ministries by pursuing leadership roles suited to the talents God has blessed them with.

My favorite hobbies include camping, backpacking, and spending time outdoors. I have a tremendous passion to serve God in youth ministries, and help my fellow young people get to know Christ better and be ready for His soon return."

II. Having a Service Oriented Mindset

- Luke 10:2, NKJV - "Then He said to them, "The harvest truly is great, but the laborers are few; therefore pray the Lord of the harvest to send out laborers into his harvest."
- Christian Leadership 39.2 by Ellen G. White
- Not "My Staff", but "God's Staff"
- Invest in club longevity, not just your administration



III. Recruiting Club Staff

1. **Know Your Vision**

2. **Know Your Needs:**

- Acknowledge & specify your personal limitations
- Develop a recruitment chart
- Determine # of volunteers needed
- Anticipate and plan for club growth

3. **Know What You Will Ask Them to Do:**

- Have a clear job description ready
- Familiarize yourself with each club role
- Know how each role fits in the larger club structure

4. **Know Who You Are Targeting:**

- Dialogue with local church leaders (pastors, elders, etc.)
- Build relationships with families and youth
- Utilize spiritual gifts / skills survey
- Reference church directory

5. **Make Contact and Ask:**

- Make special time to meet with them
- Discover their "why"
- Sell it to them! Show them the benefits of serving
- Address any potential fears or concerns
- Be quick to respond & follow-up



IV. Screening Club Staff

Why a Background Check?

"Church should be a safe place to bring our children. Everyone involved in work with children who are minors must meet all Church and legal standards and requirements" (-Church Manual, Edition 18, pp. 168-169)

Who Needs To Be Screened:

- Anyone over 18 voted to serve in church organization
- Employees of the conference in the NAD
- Any club staff or volunteer (18+ years old)
- Any adult working in children or youth ministries

What Does Screening Look For?:

- Driving history
- Credit history
- Criminal activity
- Registered sex offenders
- Does NOT look into immigration status

Helpful Links:

- [Adventist Screening Verification Site](#)
- [Sterling Volunteers Site](#)
- [NAD Child Protection Screening: Reporting Child Abuse](#)
- [Step-By-Step Instructions for Initiating Background Check](#)
- [Additional NAD Resources](#)



V. Nurturing Club Staff

Equip Staff With Resources:

- Pathfinder Staff Manual
- Instructor's Helps
- Basic Staff Training Workshop Resource Book
- Honors Handbook

Provide Staff Training.(Education):

- Basic Staff Training
- Master Guide Skills Development
- Instructor's Certification
- CPR & First-Aid Certification
- Other Leadership Workshops

Show Appreciation:

- Invest in reasonable gifts of gratitude
- 'Thank You' Cards
- Appreciation Days
- Dinner/Outings
- Special prayers

Build Comradery

- Staff Game / Social Night
- Staff only outdoor trip
- Take them to dinner
- Team sports